

Alternative Merit Promotion and Non-Competitive Eligibility

You may apply under **Alternative Merit Promotion** procedures if you meet the requirements for one of the following categories:

1. Current competitive service Federal employees with career or career-conditional status; or former competitive service Federal employees with [reinstatement eligibility](#). To confirm that you are in fact a career or career-conditional employee in the competitive service, please review blocks 24 and 34 on your SF-50. **You must submit a copy of your SF-50 and your most recent performance appraisal. NOTE: Blocks 24 and 34 must be completed on the SF-50 submitted.**
2. Veterans eligible under the [Veterans Employment Opportunities Act \(VEOA\)](#). To be eligible, your latest discharge must be issued under honorable conditions (honorable or general discharge), **AND** you must be either: a preference eligible **OR** a veteran who substantially completed 3 or more years of continuous active service. **You must submit a copy of your DD-214.**

You may apply under **Non-Competitive** procedures if you meet the requirements for one of the following categories:

1. Current competitive service Federal employees with career or career-conditional status who hold a position with the same or higher promotion potential as the position applying for; or former competitive service Federal employees with [reinstatement eligibility](#) who held a position with the same or higher promotion potential as the position applying for. **You must submit a copy of your SF-50 showing the same or higher promotion potential as that of the position applying for. NOTE: Blocks 24 and 34 must be completed on the SF-50 submitted.**
2. Veterans eligible for a Veterans' Recruitment Appointment (VRA). You are eligible for a VRA appointment if you: are in receipt of a campaign badge for service during a war or in a campaign or expedition, **OR** are a disabled veteran, **OR** are in receipt of an Armed forces Service Medal for participation in a military operation, **OR** are a recently separated veteran (within the last 3 years), **AND** separated under honorable conditions (this means an honorable or general discharge). NOTE: VRA only applies to positions at the GS-11 level and below. **You must submit a copy of your DD-214.**
3. 30% or more disabled veterans. You are eligible if you retired from active military service with a service-connected disability rating of 30% or more **OR** you have a rating by the Department of Veterans Affairs showing a compensable service-connected disability of 30% or more. **You must submit your DD-214, a completed SF-15, and supporting documents.**
4. Military spouses whose active duty military spouse: 1) receives a Permanent Change of Station (PCS) move; 2) has a 100% disability rating; or 3) died while on active duty. Each category has different eligibility criteria that must be met. For details, please visit: <http://www.fedshirevets.gov/job/shams/index.aspx#msaa>.
5. Persons with disabilities who are eligible for a Schedule A appointment. Eligibility under this authority consists of two parts: (1) proof of disability and (2) certification of job readiness. For details, please visit: <http://www.opm.gov/disability/PeopleWithDisabilities.asp>.
6. Former Peace Corps or VISTA volunteers. You must submit documentation as proof of non-competitive eligibility.
7. Employees in the excepted service under an [OPM approved Interchange Agreement](#).

If you have questions about your eligibility for a particular hiring authority, please call the servicing HR specialist listed on the vacancy announcement.